



Hanford Analytical Services Project Opportunities for Employee Feedback and Continuous Improvement

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Hanford Analytical Services Project

ALARA Technical Authority

Employee Feedback and Continuous Improvement

- *Pre-job Involvement*
- *Input During the Work*
- *Post Job Opportunities*



Employee OWNED - Management Supported

Employee Pre-job Involvement

- ***Participation in risk analysis***
(Since Dec 98 completed >530)
- ***Historical data***
(Related Lessons Learned)
- ***Modification of work steps***
(Ensure workability)
- ***Skill-of-craft input***
- ***Walkdowns and Mockups***





Employees Input During Work

- ***Pre-job Briefings***
(Affirmation of Roles)
- ***STOP WORK AUTHORITY***
- ***Safety Concerns***
- ***Employee Feedback Forms***
- ***ALARA Concerns***
(98 submitted 6 open)

Post-Job Opportunities

- ***Safety and ALARA Concerns***
- ***Post Job Review***
(Good and Improvement Needed)
- ***CATRAX***
(Facility-specific tracking system)
- ***Lessons Learned***
(Videos, Photos, Written analysis)

What does it all Mean?

- Employee Feedback and Continuous Improvement are most effective when employees are active!
- Management Support is **essential**.
- Through the TEAM approach, improvement is assured..

